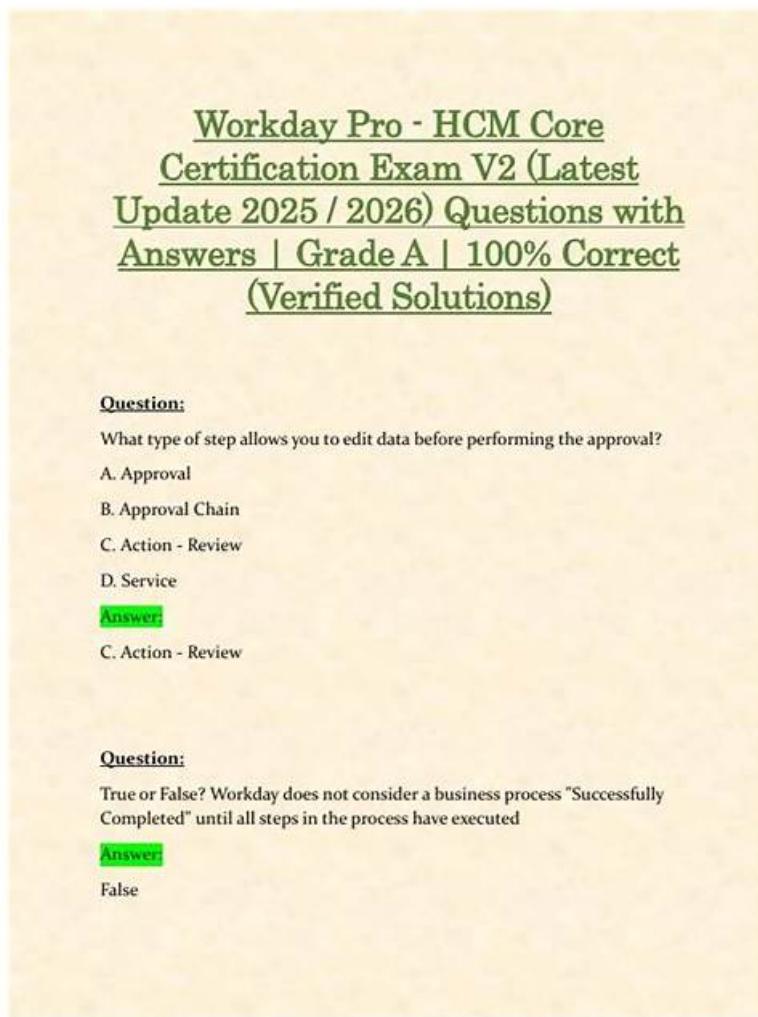


熱門的Workday-Pro-HCM-Core題庫|第一次嘗試輕鬆學習並通過考試和免費下載的Workday-Pro-HCM-Core: Workday Pro HCM Core Certification Exam



Workday Pro - HCM Core
Certification Exam V2 (Latest)
Update 2025 / 2026) Questions with
Answers | Grade A | 100% Correct
(Verified Solutions)

Question:
What type of step allows you to edit data before performing the approval?
A. Approval
B. Approval Chain
C. Action - Review
D. Service

Answer:
C. Action - Review

Question:
True or False? Workday does not consider a business process "Successfully Completed" until all steps in the process have executed

Answer:
False

我們Fast2test Workday的Workday-Pro-HCM-Core考試培訓資料給所有需要的人帶來最大的成功率，通過微軟的Workday-Pro-HCM-Core考試是一個具有挑戰性的認證考試。現在除了書籍，互聯網被認為是一個知識的寶庫，在Fast2test你也可以找到屬於你的知識寶庫，這將是一個對你有很大幫助的網站，你會遇到複雜的測試方面的試題，我們Fast2test可以幫助你輕鬆的通過考試，它涵蓋了所有必要的知識Workday的Workday-Pro-HCM-Core考試。

Workday Workday-Pro-HCM-Core 考試大綱：

主題	簡介
主題 1	<ul style="list-style-type: none">• Security: This section of the exam measures the skills of Workday Security Administrators and covers maintaining secure access within Workday. It includes managing functional areas, domains, and security policies; distinguishing between user-based and role-based groups; and updating permissions. Candidates demonstrate how to maintain domain and business process security effectively.
主題 2	<ul style="list-style-type: none">• Scheduling Reports: This section of the exam measures the skills of Report Administrators and covers running, scheduling, and configuring reports with dynamic criteria. It emphasizes automation and time-based execution for reporting efficiency.

主題 3	<ul style="list-style-type: none"> Business Process Framework: This section of the exam measures the skills of Business Process Designers and focuses on how organizations, security, and processes interact. It includes identifying rule-based and organization-specific process definitions and understanding key business process concepts such as events, steps, and types.
主題 4	<ul style="list-style-type: none"> Reporting Overview: This section of the exam measures the skills of Workday Reporting Analysts and introduces candidates to standard report modification. It focuses on copying, editing, and adapting reports to meet organizational requirements.
主題 5	<ul style="list-style-type: none"> Business Process Steps: This section of the exam measures the skills of Workday Implementation Consultants and focuses on executing tasks, approvals, and subprocesses within business workflows. Candidates demonstrate managing approvals and maintaining approval chains for accurate process tracking.
主題 6	<ul style="list-style-type: none"> Business Process Security: This section of the exam measures the skills of System Security Analysts and focuses on how business process security interacts with overall configurable security in Workday. Candidates ensure secure process execution through appropriate role and domain control.
主題 7	<ul style="list-style-type: none"> Building Custom Reports: This section of the exam measures the skills of Workday Data Analysts and involves creating custom reports using standard or indexed data sources. It includes adding business object fields, enabling web services, and building reports that support decision-making.
主題 8	<ul style="list-style-type: none"> Organizations: This section of the exam measures the skills of HR System Administrators and covers managing organizational structures in Workday. It includes creating and maintaining organization types such as supervisory and cost center hierarchies, configuring reporting structures, and defining locations. Candidates also demonstrate the ability to assign workers, establish leadership roles, and manage the relationships between organizations and employees.
主題 9	<ul style="list-style-type: none"> Prompting: This section of the exam measures the skills of Report Designers and focuses on configuring prompts in report definitions. It involves identifying built-in prompts and optimizing their use to create interactive reports.
主題 10	<ul style="list-style-type: none"> Sorting and Filtering: This section of the exam measures the skills of Workday Report Developers and focuses on improving data presentation. Candidates are evaluated on their ability to apply effective sorting, filtering, and logic-building techniques to generate accurate results.
主題 11	<ul style="list-style-type: none"> Compensation: This section of the exam measures the skills of Compensation and Benefits Managers and involves building and maintaining compensation frameworks. It includes defining eligibility rules, configuring compensation packages, salary plans, and allowance plans. Candidates must understand compensation defaulting, manage worker compensation events, and ensure alignment with organizational pay structures.
主題 12	<ul style="list-style-type: none"> Business Process Configuration: Step-Level: This section of the exam measures the skills of Business Process Developers and focuses on customizing workflows. It includes creating condition rules, configuring advanced routing, customizing notifications, and adding help text to enhance user experience and control workflow behavior.
主題 13	<ul style="list-style-type: none"> Job Profiles: This section of the exam measures the skills of Talent Management Specialists and includes creating, editing, and managing job profiles. It also covers understanding the relationship between job profiles, jobs, positions, and workers. Candidates are expected to create job family groups, build job requisitions, and ensure job structures align with workforce needs.
主題 14	<ul style="list-style-type: none"> Navigation, Finding Data, and Business Objects: This section of the exam measures the skills of Workday HCM Analysts and focuses on navigating the Workday interface efficiently, finding relevant data, and understanding how business objects function. Candidates are tested on their ability to apply navigation techniques, recognize the structure and purpose of Workday business objects, and link them to organizational data management processes.

主題 15	<ul style="list-style-type: none"> Business Process Configuration: Definition-Level: This section of the exam measures the skills of Workflow Configuration Specialists and focuses on defining and validating business process steps. Candidates apply validation conditions, set process rules, and order steps efficiently to improve workflow accuracy.
主題 16	<ul style="list-style-type: none"> Business Process Management: This section of the exam measures the skills of HRIS Administrators and covers managing both mass and individual business processes. It emphasizes handling multiple workflow tasks efficiently and ensuring accuracy in execution.
主題 17	<ul style="list-style-type: none"> Staffing Models: This section of the exam measures the skills of Workday Functional Consultants and focuses on understanding staffing models used in Workday. It includes identifying the characteristics of position management and job management models, setting position restrictions, and applying them when creating positions. Candidates must understand how staffing models support workforce planning and organizational efficiency.
主題 18	<ul style="list-style-type: none"> Report Security: This section of the exam measures the skills of Workday Access Control Specialists and focuses on implementing security controls in report design. It covers sharing options, user access considerations, and transferring ownership responsibly.

>> Workday-Pro-HCM-Core題庫 <<

使用Workday-Pro-HCM-Core題庫很輕鬆地通過Workday Pro HCM Core Certification Exam

Fast2test為通過Workday-Pro-HCM-Core考試提供最完整有效的方案，幫祝廣大考生在考試中獲得更多的優勢。確保你只獲得最新的和最有效的Workday Workday-Pro-HCM-Core考古題，我們也希望客戶能隨時隨地的訪問，于是有了多個版本的題庫資料。PDF版的題庫方便你閱讀，為你真實地再現Workday-Pro-HCM-Core考試題目，軟件版本的題庫作為一個測試引擎，可以幫你模擬真實的Workday-Pro-HCM-Core考試環境，為考生做好充足的考前準備。通過Workday Workday-Pro-HCM-Core考試不再是夢想，我們的考古題就可以確保你成功。

最新的 Human Capital Management Workday-Pro-HCM-Core 免費考試真題 (Q19-Q24):

問題 #19

You are updating a business process and need to exclude the initiator from completing a step. What task do you use?

- A. Maintain Step Delay
- B. Maintain Advanced Routing**
- C. Maintain Step Help-Text
- D. Maintain Step Conditions

答案: B

解題說明:

When configuring a business process, if the requirement is to exclude the initiator from completing a step, the correct configuration point is within **Maintain Advanced Routing**. This task allows administrators to control and customize routing restrictions and participant logic for each step.

Using the **Maintain Advanced Routing** task, you can define whether the initiator should be included or excluded as a potential assignee for the step. This ensures segregation of duties and compliance - for example, preventing an employee who initiated a Change Job event from approving or reviewing their own transaction.

Options A, B, and D are incorrect:

- * **Maintain Step Conditions** (A) is used to apply condition rules to control whether a step executes but not who performs it.
- * **Maintain Step Help-Text** (B) is used only to provide user instructions within the BP interface.
- * **Maintain Step Delay** (D) controls timing between steps, not participant assignment.

Reference (Paraphrased Source):

Workday Pro HCM Core - Business Process Configuration Guide (2023R2), Section: "Advanced Routing and Participant Restrictions" and "Business Process Step Configuration Options."

問題 #20

Scenario:

A new supervisory organization has been created. The staffing model has been assigned so that there is no limit on the number of jobs that are filled.

The organization is now ready for staffing. You want to limit the Worker Type and Locations that are available.

What business process accomplishes this?

- A. Edit Hiring Restrictions
- B. Edit Position
- C. Edit Position Restrictions
- D. Edit Job

答案: A

解題說明:

The correct answer is D - Edit Hiring Restrictions.

In this scenario, the supervisory organization uses the Job Management staffing model ("no limit on the number of jobs"). Because there are no discrete positions, you control staffing limits through Hiring Restrictions rather than position-level restrictions.

The Edit Hiring Restrictions task allows administrators to specify criteria such as:

* Worker Type (Employee, Contingent Worker)

* Location

* Job Family / Job Profile

* Time Type (Full-time, Part-time)

This ensures that hiring aligns with organizational policy even when positions are not individually managed.

For organizations using Position Management, the corresponding task would be Edit Position Restrictions instead.

Reference: Workday Pro HCM - Hiring and Staffing Models Guide, "Using Hiring Restrictions in Job Management Organizations."

問題 #21

Why would you recommend a client to use job families or job family groups?

- A. Job families can belong to one or more job family groups.
- B. Job families and job family groups can be assigned to compensation grade profiles.
- C. Job families and job family groups are optional, but they can help organize and group job profiles.
- D. Job families and job family groups have a hierarchical structure with job families being the highest level.

答案: C

解題說明:

The correct answer is A - Job families and job family groups are optional, but they can help organize and group job profiles.

Job Families and Job Family Groups are optional configuration elements in Workday, but they serve a key purpose in maintaining a structured, organized job framework. They enable the grouping of similar jobs for streamlined management in areas such as compensation, recruiting, reporting, and career development.

For instance, all technical roles (like Software Engineer, Systems Analyst, and Data Architect) might belong to the Information Technology Job Family, which in turn is part of the Technology Job Family Group.

While optional, using these structures provides consistency across departments, simplifies security and reporting filters, and supports analytics related to workforce planning and talent management.

Reference: Workday Pro HCM - Job Profiles and Job Family Structures, "Benefits of Using Job Families and Job Family Groups."

問題 #22

You are creating a new security group to allow users responsible for security oversight to run Security reports across all organizations.

What type of security group should you create?

- A. Rule-based
- B. Role-based (Constrained)
- C. User-based
- D. Segment-based

答案: C

解題說明:

The correct answer is D - User-based.

User-based security groups are manually assigned to specific users and are typically used for administrative or audit-level access. They can be configured as unconstrained, granting full visibility across all organizations and data in the tenant.

For users responsible for security oversight or auditing, a user-based group (such as Security Administrator or Security Auditor) is appropriate. This group can be assigned to the necessary domain and business process security policies that control access to security reports and configuration data.

Other group types (e.g., role-based or segment-based) depend on organizational context and cannot provide unrestricted system-wide visibility, making a user-based group the correct option for full security monitoring.

Reference: Workday Pro HCM - Security Administration and Oversight, "User-Based Security Groups for Security Auditors and Administrators" section.

問題 #23

An end user is creating a new cost center. What determines the values that the user can select in the subtype field?

- A. Subtypes configured to be used for the Cost Center organization type.
- B. Subtypes that Workday recommends be used for the Cost Center organization type.
- C. Subtypes that default based on the role of the end user.
- D. Subtypes that default based on the location of the cost center.

答案: A

解題說明:

Comprehensive and Detailed Explanation (Paraphrased from Workday Pro HCM Core - Organizations Configuration and Setup Guide, 2023R2):

The values available in the Subtype field when creating a new Cost Center are determined by the subtypes configured for that specific organization type. Each organization type (e.g., Company, Cost Center, Region, or Supervisory) can have one or more associated subtypes that define additional categorization or behavior.

During configuration, administrators define which subtypes are valid for each organization type. Hence, when an end user creates a Cost Center, only the subtypes associated with the "Cost Center" organization type will appear in the selection list.

Options A, C, and D are incorrect because subtypes are not influenced by location, user role, or system recommendations - they are strictly defined in the configuration setup.

Reference (Paraphrased Source):

Workday Pro HCM Core - Organizations Configuration Guide (2023R2), Section: "Defining Organization Types and Subtypes."

問題 #24

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Workday-Pro-HCM-Core 考試: <https://tw.fast2test.com/Workday-Pro-HCM-Core-premium-file.html>

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